



**POLICY**  
**ON**  
**HUMAN RIGHTS**

**(W.E.F 01/04/2022)**

Corporate Identification Number [CIN]: L45200GJ1991PLC015817  
Registered Office: Ganesh Corporate House, 100 Feet Hebatpur Thaltej Road,  
Near Sola Bridge, Off S. G. Highway, Ahmedabad 380 054

**GANESH HOUSING CORPORATION LTD.**

*D. G. Doshi*

**CHAIRMAN**

### **PURPOSE OF THE POLICY**

The present policy sets out Ganesh Housing Corporation Limited (hereinafter referred to as “the Company”) commitment to adhere to internationally recognised human rights and provides a framework for how the Company will uphold these human rights in its operations and also through its value chain. The Company recognises that every person has the right to live a life that is free from fear, harassment and discrimination, and that everyone is entitled to a universal set of human rights. The Company is committed to respect and support human rights in accordance with the Constitution of India & applicable labour laws from time to time and International Standards such as those enumerated in the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights and the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

### **OBJECTS**

The objective of the policy is to provide an overview of expectations from our consultants, associates, labourers and material third – party contractors and suppliers or any of the subsidiaries, affiliates and joint ventures.

### **APPLICABILITY OF POLICY**

The policy applies to:

1. To all associates, full time consultants, part time consultants, temporary associates, interns, apprentices and other concerned persons / parties of entire supply chain of the company.
2. All contractual labourers deployed at our project sites and other material third-party contractors.

## **COMMITMENT**

The Company is committed to proactively uphold human rights of:

### **1. Child and Forced Labour:**

- The Company strictly prohibits the employment of child labour or forced labour, including bonded or unpaid labour, modern day slavery and human trafficking, in our offices and project sites.
- The Company responsibly procures goods and services and requires associates, suppliers and partners to prohibit human rights including prohibiting modern day slavery which encompasses employment of child labour, forced, bonded or unpaid labour and any form of human trafficking the same in their operations.

### **2. Health and Safety**

- It is Company's endeavour to institutionalize and foster health and safety processes, that provide a healthy working environment to employees (including contractual workers) and take proactive / decisive steps to prevent any workplace injuries and ill health, with special focus on emergency response and preventive health & safety measures.

### **3. Freedom of association and right to collective bargaining**

- The Company doesn't interfere in an associate's decision whether to join an association or discriminate against them for their choice.

### **4. Equal Opportunity and Non-Discrimination:**

- The Company has zero tolerance for any/all kinds of discrimination and harassment at workplace. All workplace discrimination i.e. in hiring, promotion, compensation and workplace cultural practices based on caste, gender, color, creed, ethnicity, political views, religion etc. is strictly prohibited. These issues shall be addressed through policies, procedures, and

trainings in order to prevent workplace discrimination and sexual harassment. Appropriate disciplinary actions shall be undertaken in response to any violations.

#### **5. Associate data privacy**

The Company protects all data or information related to consultants, associates, etc.

### **GRIEVANCE REDRESSAL MECHANISMS AND REPORTING**

- The Company encourages all stakeholders to get in touch with Registered Office / Project Sites in case they have encountered any evidence of failure of the Company's responsibility to avoid any harm of human rights or its involvement in a human rights issue. The aggrieved person can contact at email id [ganesh@ganeshhousing.com](mailto:ganesh@ganeshhousing.com).
- The Company is committed to resolve all human right complaints and take appropriate action to prevent adverse human rights impacts that have been identified or that have been brought to Company's attention.